



Special Education Advisory Panel Recruitment and Retention Update

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Recruitment and Retention Specialists

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SPECIAL EDUCATION SHORTAGE IN ARIZONA

2014-2015 (2013-2014)	# Working in AZ Schools	# Positions Not Filled
Special Education Teachers	7,121 (6,966)	327 (266)
Physical Therapists	181 (176)	26 (18)
Occupational Therapists	416 (375)	37 (59)
Speech Language Pathologists	1,477 (1,418)	61 (90)

There are over 129,801 students in Arizona with disabilities.



WHEN COMMUNITIES GROW THEIR OWN

HIGH SCHOOL STUDENTS	<ul style="list-style-type: none">• Engaging, relevant experiences• Transferrable skills• Opportunities for impact
TEACHER LEADERS	<ul style="list-style-type: none">• Pay forward talent and expertise• Lead without leaving the classroom
DISTRICTS	<ul style="list-style-type: none">• Cultivate and retain skilled workforce• College and career readiness
EDUCATOR PREPARATION PROGRAMS	<ul style="list-style-type: none">• More informed and skilled teaching candidates• Ready-made partnerships with P-12
EDUCATION SECTOR PARTNERS	<ul style="list-style-type: none">• Professionalizing teaching• Groundbreaking research
EVERYONE	<ul style="list-style-type: none">• A sustainable pipeline of skilled and experienced rising educators

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Tuition Assistance Grants

Grant	Current Description	Eligibility	Commit	Timeline
GEtSET General Education to Special Education Teacher	Pays for ½ of college tuition for certified general education teachers to become special education certified.	A legal AZ resident with certification in any are working in an AZ LEA for a minimum of two years.	Work for an Arizona LEA for five years after completion of certificate program.	Grant is currently under revision . Application is due to post in January 2016. Grant is in second year.
SETTA Special Education Teacher Tuition Assistance	College tuition assistance for paras who are earning a bachelor’s in special education or early childhood/special education. Covers registration, full tuition, books (\$125)	A para who is a legal AZ resident and has worked for the LEA for a minimum of two years by July 2015	Give a year of service for every year funded or 30 credits	Application is out and was due June 1. Funding starts Jan. 2016 <i>This grant will be offered again next year.</i>
PTAG Paraprofessional Tuition Assistance	Pays college tuition and text books for paras who want to be a special education teacher or related service provider (including assistants)	THIS GRANT IS DISCONTINUED		

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Student Teaching/Fieldwork

For Teachers:

Participate in student teaching programs

For Therapists:

Participate in providing internships/fieldwork or rotations. (The term changes depending on the field and education program.)



Visiting IHEs

- Speak to foundation classes in general education, special education, and orientation classes
- Share opportunities and joys in special education
- Visits to universities, community colleges, and online schools that prepare teachers
- Regional visits in Phoenix, Northern Arizona, and Southern Arizona
- Graduate, undergraduate, and post-bac classes

- Last year spoke to over **1,000** college students

CEEDAR Center Work

- Working with over ten universities and community colleges
- Solid core team and leadership team involvement
- University of Florida, American Institutes for Research, Council of Chief State School Officers, and more
- Intensive status with funding attached
- Aimed at reforming teacher education programs, revising licensure standards, refining personnel evaluation systems, and aligning policy structures and professional learning systems

Arizona Education Employment Board

The Arizona Education Employment Board (AEEB) is a free service for all Arizona schools and secure-care facilities seeking educational employees.

The screenshot shows the Arizona Education Employment Board website. On the left is a black sidebar with white text links: Certification, Charter Schools, Districts, Job Fairs, Teach In AZ, Facebook, Twitter, and YouTube. At the bottom of the sidebar is a link for Technical Assistance. The main content area has a light blue background with the title 'Arizona Education Employment Board' at the top. Below the title is a collage of photos of diverse children and a saguaro cactus. At the bottom of the main area are three buttons: 'Search for a Job' (under 'JOB SEEKERS'), 'AEEB Application', and 'Post Vacancies' (under 'DISTRICTS/ CHARTERS'). The 'Post Vacancies' button and its label are circled in green. The background of the website is a scenic view of the Grand Canyon. The footer of the website reads 'Arizona Department of Education, Exceptional Student Services'.

Arizona Department of Education
Diane Douglas
Superintendent of Public Instruction

Certification
Charter Schools
Districts
Job Fairs
Teach In AZ
Facebook
Twitter
YouTube

Technical Assistance

Arizona Education Employment Board

JOB SEEKERS
Search for a Job

AEEB Application

DISTRICTS/ CHARTERS
Post Vacancies

Arizona Department of Education, Exceptional Student Services

<http://www.arizonaeducationjobs.com/>

POST VACANCIES

[Search for
Job Seekers](#)

[Delete/Modify
a Position](#)

[View the
Job Posting FAQ](#)

NEW! Develop an Effective Job Posting Guide:

Due to user feedback and accountability purposes, we have created a new guidance document to help schools develop effective job postings. New procedures have been established, so please review this guide before proceeding to the form below. Schools that do not follow the new procedures will be asked to repost their positions.

[Develop Effective Job
Postings Guidance Document](#)

Please complete the form below.

Each post should be for one position unless there are multiple positions in the same category.

[View Zone Map](#)

Position to Post

Job Title:

Educational Setting:

Zone:

Where the posted job is located.

Great Arizona Teach-In Job Fair



The poster for the 2015 Great Arizona Teach-In Job Fair features a background image of the Grand Canyon. In the top left corner is the Arizona Department of Education logo with the text "John Huppenthal, Superintendent of Public Instruction". The main title "2015 Great Arizona Teach-In Job Fair" is prominently displayed. Below the title is a collage of diverse children's faces. The text "ATTENTION all college students, career changers, experienced educators, and paraprofessionals! Find an education job in Arizona!" is written in red and black. The event details are: "Renaissance Phoenix Glendale Hotel and Spa, Saturday, April 25, 2015, 9:00a.m. to 3:00p.m.". At the bottom, it says "Register online at www.teachinaz.com" and "Over 100 statewide districts and charter schools seeking applicants! Get in on this 'one stop' experience!". A list of activities includes Interviewing, Certification, Fingerprinting, and Networking.

Arizona Department of Education
Exceptional Student Services

<http://www.teachinaz.com/>

Teach-In Data from 2015 Fair

- 140 districts and schools attended
- During the Teach-In:
 - Over 780 interviews were given
 - Over 175 job offers were given
- 479 Candidates attended
 - 344 Metro Phoenix
 - 82 Outside Metro Phoenix
 - 53 Out-of-State

Save the
Date

April 23, 2016

Tentative

Southern Arizona Education Job Fair

Saturday, March 19, 2016

9:00am-12:00pm

Pima Community College West Campus Gym
Tucson





In-State Recruitment Fairs



- ASU, UA, NAU and GCU Education Job Fairs
- AT Still University and Midwestern University OT and PT Job Fairs
- Arizona Physical Therapy Association (AzPTA)
- Arizona Occupational Therapy Association (ArizOTA)
- Arizona Speech Language and Hearing Association (ArSHA)





Out-of-State Recruitment

84+

The **Education Career Fair Calendar** is a list of nationwide education career fairs compiled annually by ADE. In this guide, the career fairs are listed alphabetically by state. Under each organization/institution, you will find the job fair date, time, location, website, and a list of programs provided by that institution in critical areas.

The **Recruitment Information for Related Services Guide** is a list of universities and associations for speech language pathology, occupational therapy, and physical therapy that provide opportunities to post positions on their employment boards. Most university employment boards are free and association prices are listed.

<http://www.azed.gov/special-education/pls/recruitment/>



Community of Practice

to increase the recruitment and retention of related service providers (specifically occupational, physical and speech therapists) in the public schools...

How to sign up:

<http://tinyurl.com/relatedservicesaz>

How to provide input: relatedservices@azed.gov

Induction/Mentoring

Mentoring – provides coaching, support, and feedback by an experienced, veteran teacher.

Induction – a structured wider support system than mentoring alone by providing guidance in curriculum planning and instruction, professional development, and other structured supports.

According to a recent ADE survey,

73% of LEAs reported having a structured mentoring program.

60% of LEAs offered a stipend to mentor new teachers.

Resources:

New Teacher Center

www.newteachercenter.org/

Arizona mentoring projects through the K-12 Center and U of A

www.azk12.org/arizona-master-teacher-program/eligibility/

www.teachermentoring.arizona.edu/index.php/

Guidance on the Use of Title II-A Funding for Teacher Induction/Mentoring Programs

www.azed.gov/highly-qualified-professionals/arizona-guidance-for-title-ii-a/



Title II Funding Uses

Instead of using Title II Funds only for

**Professional
Development**

Consider:

- Recruitment/Retention Stipends
- Induction/Mentoring

New Director Mentoring

- Two year program
- 2015-2016: 9 experienced mentors;
27 mentees
- Close to 100% retention of new
directors who participated last year
- One face-to-face meeting and seven
webinars throughout the school year
- Informal relationship building
networks incorporated
- 99% satisfaction rating

Contact Information

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Exceptional Student Services

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